



## *Tristar to Operate New Chemical Warehouse in Jebel Ali in 2016*

The upcoming Tristar chemical warehouse and bagging plant will be the first silo and bagging facility of its kind in the Jebel Ali Free Zone (Jafza). This was announced by Tristar Group CEO Eugene Mayne at the ground-breaking ceremony held on August 11 with Skeberis Plastics Managing Director Reinhard Fischer and Jafza officials led by Asim Al Abbasi, Chief Financial Officer and Omar Bin Hendi, VP-Customer Relations & Development.

The 350,000 square feet chemical warehouse is a joint project between UAE-based Tristar and Skeberis Plastics who are headquartered in Greece and Belgium with a regional office in UAE. Skeberis will provide technical support for the management and day-to-day operation of the bagging operations.

The facility is designed to handle a throughput of 250,000 tons bulk material of plastic granules per annum with silos and a racking capacity of more than 15,000 pallet positions for packed chemical and plastic granules products. Green building technology and best in class safety features are built-in to the design to ensure safe handling and storage of all types of liquid and solid chemicals.

Once fully operational in mid-2016, the one-stop shop for

polymers and liquid logistics will offer better time to market delivery because of the location's direct access to Jebel Ali Port and Maktoum International Airport, and in the future to Etihad Railways.

"Jafza was our first choice location due to flexibility in the logistics chain with transportation and freight readily available and because of the ability to leverage this multi-platform logistics facility to support our company's other logistics service offerings," disclosed Mr. Mayne. "The facility is designed to offer advanced bagging solutions for Polyethylene and Polypropylene granules that are produced regionally by both national and international manufacturers."

With a growing demand for chemical warehousing and logistics internationally, UAE is attracting a significant number of logistics companies, including chemical storage and transport, due to its geographical connectivity to the world by air and sea.



## Message from the Group CEO



*The year 2015 has just flown by. It feels like just yesterday that we were bringing in the new year for 2015 and we are now about to roll out our last quarterly newsletter for the year.*

I would like to use this opportunity to wish each one of you and your families a very joyful Christmas followed by my best wishes for the new year 2016. New Year resolutions are a great way to start the year including for those of you who would like to join our weight loss competition.

I would also like to extend my deepest appreciation and thanks to all of you for your contribution to Tristar in 2015. Together we have achieved our financial targets for the year and with no fatalities or major incidents. This is a great achievement and thank you once again for a result that we can all be proud of.

Some of the highlights of our 2015 performance include the 51 percent sale of our chemical trading business to Brenntag who are the world's leading chemical distribution company. I am confident that this association will enable Trychem to swiftly scale up to a leadership position in the Middle East chemical distribution market.

As I speak we are close to finalizing an acquisition of an Abu Dhabi-based shipping company which will give us an additional seven ships and some new employees. I would like to extend a warm welcome to all the new joiners. Be on the lookout for full details when we close this transaction early in the new year.

In keeping with the momentum on road safety we launched the Tristar 6-S Campaign in October to refresh and reinforce our six safety rules to prevent road accidents. The campaign will run until December 31 this year. It is up to us to ensure the success of this initiative by interacting with drivers to deliver a personal message to each driver.

Our head office warehouse has been given a "Five Star" rating by the Dubai Multi Commodities Centre or DMCC which is part of Dubai Government. The Warehouse Inspection and Ratings Programme benchmarks warehouses against a 5-star rating model based on an extensive set of 400 unique criteria, allowing potential customers access to a much greater transparency of storage risk.

In keeping with our ambition to extend our geographical footprint every year, we have opened our Tanzania office that

will oversee the expansion of our road transport and fuel supply operations in the country. This move will now give us a presence in the major East African Community (EAC) of Kenya, Tanzania and Uganda.

All regional and global pundits predict a difficult year in 2016 and so we must be prepared to face even more challenges in 2016. However, we have several interesting projects coming on stream next year which makes me personally excited and confident of a reasonably good 2016 for Tristar.

Our Project Silver ships will start rolling out in May next year and all six ships will be delivered by November 2016 bringing our total fleet size to 20 vessels. I am personally excited to make ship owning and operating an integral part of our business model and look forward to the day when this fleet will grow to over 100.

Our multi logistics platform should be commissioned in the third quarter of 2016 and the Polypropylene bagging plant will be the first of its kind in JAFZA.

Our CABS manufacturing plant in Hamriyah Free Zone should also be ready for production in the second half of 2016.

All of the above will be meaningless if people get injured or killed while working for or with Tristar. Safety in operations must always be our top priority and I encourage each one of you to take ownership for the safety and well-being of your fellow employees at the workplace. Each of our 2,000 odd employees has loved ones waiting for them to come home safely every day and it is our collective responsibility to ensure this day in and day out.

Stay tuned to the next edition of our quarterly newsletter for updates on the exciting opportunities in store for us in 2016 and beyond. In the meantime I would like to wish you every success in your personal and professional lives.

God bless you all.

Sincerely,

**EUGENE MAYNE**

## Tristar's New MR Product/Chemical Tankers Now Under Production



Delivery of the first new Tristar MR Product/Chemical Tanker will take place in the second quarter of 2016 following the recent steel cutting ceremony held at the Hyundai Mipo Dockyard (HMD) in Ulsan, South Korea.

The steel cutting ceremony for Hull No. 2435 was attended by Tristar Group CEO Eugene Mayne with officials from HMD, ADK Maritime Pte. Ltd. and American Bureau of Shipping (ABS) classification society.

Tristar has ordered six vessels which will be built to the latest specifications with an improved hull form design, making them more fuel efficient and eco-friendly.

"Next year we will start taking delivery of the six new MR Product Tankers that were ordered from Korean shipbuilder Hyundai Mipo Dockyard. All six vessels will be delivered in 2016 commencing May," disclosed Mr. Mayne.

He added that the new ships will be placed on long term time



charter with an Oil Major. "Our business model will continue to be built around the needs of customers and we are confident that if we continue to offer best in class services at competitive pricing there will be immense opportunity to leverage the brand equity that we have built over the years," explained Mr. Mayne.

The vessels will operate with lower fuel consumption than existing tonnage, making them much more economical to operate. They will be fitted with additional fuel saving equipment such as Propeller Boss Cap Fins, New Profile Technology Propeller and Trim Optimization System.

Tristar's new building project manager ADK Maritime reported: "The steel plate which was cut was from the block section E11C was visually checked in advance, and found to be free from any laminations, or any other defects. The plate marking was checked and found in conformity with the steel mills' certified bearing the ABS stamp."

## Tristar's Head Office Warehouse Gets 5-Star Rating



The warehouse of the Tristar Group in Jebel Ali has been given "Five Star" rating by the Dubai Multi Commodities Centre or DMCC which is part of the Dubai Government.

This was achieved after the company earlier this year joined the DMCC Tradeflow which is a dedicated online platform for registering possession and ownership of commodities kept in UAE-based warehouses.

Tradeflow members are required to have their storage facilities audited under the DMCC Warehouse Ratings Programme. Facilities

are then given one to five stars rating benchmarked with the best warehouse practices across the region. Consequently, higher rated warehouses attract a greater percentage of the rental market.

"Achieving a 5-star rating is no mean feat and testament to Tristar's dedication to ensure customers have access to excellent warehousing facilities, systems and service. Providing customers with state-of-the-art warehouses like these build confidence so financiers can release funds against pledged goods to ensure the flow of trade is ever growing," said Sebnem Sen, Head of Tradeflow.

The focus areas of the audit conducted on October 19 were statutory compliance, physical infrastructure, HSE systems, security, fire control, dangerous goods handling, inventory management, risk coverage, IT infrastructure, housekeeping, facility management, certifications, administration and performance measurement.

"This is another feather in Tristar's cap which will not only make our brand even stronger but will also attract potential warehouse customers from UAE and around the globe," explained Muhammad Akber, Tristar's GM for HSEQ and Sustainability.

## Driver Safety Campaign for 2015



Group CEO Eugene Mayne personally launched on October 16 the Tristar 6-S Campaign—a special driver safety initiative—focusing on six golden safety rules that can help prevent road accidents. The campaign will run from October 18 to December 31 this year.

He urged all drivers to follow these steps:

1. Speed kills - Drive not more than 80 kilometers per hour
2. Seat belt saves lives
3. Slow down at roundabouts - Drive at 20 kilometers per hour when approaching
4. Safe distance always - should be 6 seconds away
5. Stay on slow (right) lane
6. Should never drive while using phone

The campaign will be led by 50 managers and staff across all

functions who attended the October 18 gathering wherein Mr. Mayne required them to talk to 10 drivers per individual every week to reiterate the six safety steps.

A week after the launch a total of 324 drivers or an average of 65 drivers per day were approached and reminded about the 6-S.

“Thank you everybody. It is so refreshing to see this teamwork. Imagine how powerful we can be if we all work like this every day,” commended Mr. Mayne.

He also announced a US\$50,000 insurance coverage, in addition to the benefits prescribed by the UAE labor laws, for a driver’s family in the unfortunate event of a fatal accident despite following all six safety steps. This gesture was positively welcomed by the drivers.

## Tristar Officials Speak at Public Events



Because of its public reputation as a road safety advocate and as a major logistics solutions provider, Tristar has received requests to provide resource speakers in three specialized events.

GM for HSEQ and Sustainability Muhammad Akber spoke at the Carriage and Security of Dangerous Goods by Road Regulations Workshop organized by the Gulf Petrochemicals & Chemicals Association (GPCA) on September 2 and 3 at the Taj Hotel, Business Bay, Dubai.

Business Development Director Karl Mason was one of the panelists in the discussion on ‘GCC Rail Network and its impact on Middle East’s logistics and supply chain sector’ at the 4<sup>th</sup> Leaders in Logistics Summit 2015 held on September 30 at the Grosvenor House, Dubai Marina.

Interestingly, there was a request for the same panel discussion and panelists at the November 11 Rail Leaders Summit organized by Construction Week magazine.

On October 20, Mr. Akber was the sole speaker at the ‘Road Safety Awareness Workshop for Commercial Drivers and Supervisors’ held at the Dubai Chamber Jebel Ali Free Zone Facility. The event was initiated by the Center for Responsible Business (CRB) of Dubai Chamber. There were more than a hundred participants coming from 15 private companies in Dubai.

The workshop was one of the main attractions of the Dubai Chamber Sustainability Week which was celebrated from October 18 to 23. The one week event was a collaborative effort from CRB, its business members and community partners to bring together people from all parts of society to engage, collaborate and be part of the UAE’s Sustainable Future.

Mr. Akber and Group HSE Manager Faisal Bhatti had shared their wide knowledge on road safety before members of the CRB in previous workshops in 2014.

## Gatherings



### Quarterly Safety Meeting

During the August 7 event not only the drivers were recognized and rewarded for their safety performance under the Drivers' League System but also the support staff like warehouse and workshop helpers, mechanics, forklift operators and operations supervisors for their contribution towards the overall safety performance for the second quarter. The event was attended by more than 300 people, including representatives from the customers.



### August Town Hall Meeting

The overview of the Orbits Transport software system and the Impact of Customer Satisfaction on Tristar's corporate reputation were discussed by GM for Road Transport and Warehousing Shivananda Baikady and GM for HSEQ and Sustainability Muhammad Akber, respectively, on August 29. Group CEO Eugene Mayne announced that town hall meetings will be conducted monthly to allow all staff an opportunity to network internally and to strengthen teamwork across departments. The September 10 gathering (see page 7) celebrating Mr. Mayne's birthday was a special town hall meeting for the month.



### October Town Hall Meeting

During this gathering on October 31, one 'Happiness in the Workplace' program was rolled out, followed by the presentation of the new corporate website and then discussion on HR procedures. Mr. Mayne urged everyone to support the special driver safety campaign on the six safety steps (see page 4). He also challenged everyone to contribute in the innovation of the company by supporting the environmental improvement teams and by participating in the suggestion scheme. The next gathering will be on November 28.

## Customers



### Total Aluminum Bulk Tankers

Tristar recently commissioned high specification aluminum bulk tankers for the movements of specialty products for Total Marketing Middle East. Mr. Rajendra Sharma (3<sup>rd</sup> right), Total Senior Manager for Logistics, pose with Tristar transport operations and workshop staff.



### Shell Audit Team

Officials from Shell who conducted their regular audit on October 4 participated in the daily 3 o'clock stretch break which they commended as a 'good practice' and 'very enjoyable too.'



### Total 3<sup>rd</sup> Drivers' Forum Meeting

Tristar hosted the event on October 13 wherein Total rolled out their web portal which shows the real time movement of their deliveries. Total MD David Khalife and Mr. Mayne graced the occasion which saw the awarding of Tristar drivers (see page 8) for contributing Near Miss reports.

### Sustainability Report



Tristar has released its third annual sustainability report at the Arabia CSR Network's (ACSRN) Global Reporting Initiative (GRI) Sustainability Reporting training course in Dubai last September 10. Chief Sustainability Officer Muhammad Akber explained that the latest sustainability report is based on the GRI G4 framework and covers Tristar's operations in the UAE, Oman, Qatar, Kuwait, Pakistan and Guam, with Haiti and South Sudan partially covered.

### Corporate Wellness Initiatives



The DIP branch of NMC Healthcare conducted a free check-up and consultation on October 24 at the Head Office. The body mass index (BMI), blood pressure, blood sugar level and cholesterol count were screened among 63 staff.

In celebration of World Heart Day on September 29, the DRC and Kuwait operations held a 5-minute stretch break. The World Heart Foundation has warned people that cardiovascular diseases are the biggest cause of death worldwide.

### Guam Yearly Projects



This year's Adopt A School project of Tristar Guam was the beautification of the Inarajan Middle School. Employees and their families and friends got together for four consecutive weekends to complete the project. The team also volunteered for the fourth consecutive year in the Coastal Clean-up initiated by the Guam Coastal Management Program of the Bureau of Statistics and Plans.

### Emergency-Readiness

#### Earthquake



Tristar Guam participated in the earthquake drill on October 15 which required people to Drop, Cover and Hold On for one minute. The activity was called Great Guam Shakeout Drill.

#### First Aid



New Tristar drivers in the UAE were trained on October 5 on how to conduct first aid like administering CPR or cardiopulmonary resuscitation.

### Firefighting



Tristar Kenya staff had a practical session on firefighting when they were trained on how to use a fire extinguisher on September 30.

## Surprises Greet GCEO on His Birthday



Every year the 'GCEO Birthday Team' has to come up with something new. So on September 10 they surprised Mr. Eugene Mayne when he opened the door on the first floor. That was the first part because Mr. Mayne had a meeting with a client. After an hour he walked towards the Training Room and was greeted along the way by placard-carrying staff wearing formal hats. And upon entering the Training Room a group of staff serenaded him. These are another 'firsts' in the yearly surprise activity. What's next for 2016? Well, the team will have to crack their brains again.



## Maritime Excellence Award for GCEO



A day before his birthday Mr. Mayne was supposed to receive his IMC Golden Helm Excellence Award for Maritime Services at the Ocean Blue (AIMRI) in Sharjah organized by the International Marine Club (IMC). Shipping GM Shailesh Bildikar went on his behalf.

The award ceremony honored prominent individuals in the Maritime, Oil & Gas and Offshore industry who according to the IMC "have been leading their way to improve the maritime sector in the Middle East to celebrate the essence of true talent and merit."

## Awards



### Shell Doubloon Award

Sheridan Dela Rosa has been commended by the Shell OTC Team for 'having a great speed of execution on all orders' and was given the Doubloon Award by Shell officials Mohamed El-Feky and Bilal Tabbara and witnessed by Tristar GM for Road Transport and Warehousing Shivananda Baikady.



### Shell Best NMPI

Rayan Crasta has been recognized by Shell VP Lubricants Supply Chain Dennis Cheong for his 'strong personal focus on HSSE and courage to challenge unsafe situations' with his near miss/potential incident (NMPI) report. Rayan also received an award for best PI report which was nominated as one of the Top 5 PI globally.

### Total Best Near Miss



Total MD David Khalife pose with Tristar driver Karamjith Singh in recognition for his near miss report which identified hazards that could lead to a potential accident. Mr. Khalife also turned over another best near miss award to Operations Manager Ravi Chathukutty, who represented driver Syed Gassan Far, at the Total 3<sup>rd</sup> Drivers' Forum.

### Olympics Hopeful



Tristar Haiti Fuel Technician Genet Ducame won a gold medal in table tennis at the Special Olympics World Games recently held in Los Angeles, USA. He will be competing in the 2016 Olympics to be held in Brazil. This is the second time a Haitian won a gold medal after the 1990 games.

### Best Evaluator



Tristar Toastmasters Club VP for PR Art Los Banos (3<sup>rd</sup> right) was voted as Best Evaluator during the September 26 session of the Barsha Toastmasters Club. Together with him are other winners and officers of the club. Toastmasters can attend any session of a particular club in whatever country and even participate by delivering project speeches or accepting leadership roles.

## Festivities



### Onam

This year's celebration coincided with the Town Hall meeting on August 29. Tristar managers and staff from Southern India hosted lunch for Group CEO Eugene Mayne and the participants.



### Eid Al Adha

About 200 drivers celebrated Eid Al Adha at the Tristar Labor Accommodation on September 24 where a lunch buffet was set up at the dining hall organized by the Operations Team.



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